



Announcement Change for FML 12-month Period

CHANGE in 12-month PERIOD for FAMILY-MEDICAL LEAVE

Under the Family-Medical Leave Policy, an employee may not take more than 12 weeks of leave during a 12-month period. The 12-month time period of Family-Medical Leave is changing from a rolling period to a FISCAL YEAR period beginning each July 1 and ending each June 30.

This change is effective on JULY 1, 2005.

The updated Family-Medical Leave policy and other information can be reviewed at www.IN.gov/jobs/employeerelations, click "Family-Medical Leave" or at your Agency Human Resources Office.

Changes in Family-Medical Leave Policy

The following changes in the State's
FML Policy are effective MAY 1, 2005

Eligibility after 12-months' employment AND
1250 hours worked – no longer immediately upon employment.

Concurrent use of All Accrued Sick Leave – no longer
just ten days – for FML absences due to serious health conditions of
employee, child, spouse, or parent who resides with and is dependent upon
employee for care and support.

30 days Advance Notice for foreseeable absences
– no longer fifteen days.

Fiscal Year – no longer a rolling twelve-month period. This
change is effective on JULY 1, 2005.